



UNIVERSITY OF GEORGIA

Staff Council

Making a great place to work even better!

March 1, 2017
Miller Learning Center 267
2:30PM

The meeting was called to order at 2:30 pm by Staff Council Chair, Michael Lewis.

Roll Call

Members in attendance: Chris Allinger, Devin Arnold, Jason Bedgood (via sub Desa Mooris), Teri Berryman (via sub Steve Gibson), Kaelin Broaddus, Theresa Cash, Debi Chandler, Kelly Cona, Shauna Corsaro (via sub Jackie Byrd), Anjali Dougherty, Melinda Eades, Kat Farlowe, Carlo Finlay (via sub Donna Leblond), Savannah Hembree, Stefani Hilley, Pattie Holly, Melissa Jackson, Kevin James, Michael Kanning, Laura Kelley, Brenda Keen, Kristin Lawrence, Michael Lewis, Nichole Lunceford, Marie Mize, Mary Moore, Maureen O'Brien, Michelle Parkos (via sub Daniel Crittenden), Laquita Phillips, Laura Rhicard, Kyla Sterling, Carly Surratt, Jason Tiller, Kristi Wall (via sub Kerri Testament), Shialoh Wilson

Members absent: Christine Ahern, Victoria Cooper, Elmer Gray, Michele Griffin, Stuart Ivy, Jenna Jones, Evelyn Wilhite,

A quorum was present.

Minutes

The February 2017 minutes were approved unanimously.

Guest Speaker

In his introduction of UGA President Jere Morehead, Michael said that "this guy lives and breathes UGA more than anyone I've ever seen." He added that the President lives in UGA building 2251. President Morehead remarked, "I've never heard it put that way." Hilarity ensued.

President Morehead thanked Michael for the introduction and said he would keep his remarks to a minimum so that he could answer questions. He began by thanking Staff Council representatives for their service to UGA and acknowledged that in addition to our responsibilities to Staff Council we all have full time jobs.

President Morehead began by listing his three main goals for the coming year: 1) increasing scholarship support for students, 2) enhancing our learning environment, and 3) solving the grand challenges of our time. He then elaborated on his first goal.

UGA is now in the midst of a very concentrated campaign. President Morehead will travel to Atlanta on March 2nd to see individuals to discuss the Georgia Commitment Scholarship Program, an effort on the part of UGA to leverage the support received from the Robert W. Woodruff Foundation for need-based scholarships. The purpose of the campaign is to recruit as many individuals as possible to endow a need-based scholarship for students that have met all of UGA's admission requirements but have also demonstrated a financial need. The goal over the next few years is to get 400-600 endowed scholarships. In the 3 weeks since announcing the campaign, over 50 scholarships have been endowed. President Morehead hopes that this campaign will continue build on itself.

He briefly mentioned that the Governor has recommended a 2% merit raise for state employees. This recommendation is still being considered by the State Assembly. President Morehead remains hopeful that this will come to pass at UGA. Once it is approved by the State Assembly it must be funded by the State, and then approved by the Board of Regents. His goal is to do as much as possible to see that UGA employees get this merit raise, and he'll also address this issue in Atlanta on March 2nd.

President Morehead shared his enthusiasm for the recently announced Womens Staff Leadership Initiative at UGA. He hopes this initiative is one more positive step toward improving recruitment and hiring, career development, work/life balance, and developing future staff leaders at UGA.

He announced that the third Staff Appreciation Day has been scheduled for May 11th at the Intramural Fields from 10 a.m. to 2 p.m. He encouraged council members to share comments and suggestions to Arthur Tripp. President Morehead then opened the floor for questions.

Laura Kelley thanked President Morehead for coming to speak to Staff Council. She shared that a concern she's had since 2005 is the difficulty staff have in getting promotions or raises outside of the merit raises, which were most welcome, but don't compensate for inflation or the increasing costs of benefits. Staff in search of raises or promotions often have to find jobs outside of their unit or college, and this movement is perceived negatively as "bouncing around". She asked President Morehead if he would address this issue along with merit raises and staff development. President Morehead replied that this is an issue that he and Juan Jarrett have talked about a lot. He recognizes why staff are frustrated with the lack of promotions and raises, and he has his own frustration with it because units are losing good people because they have no way of rewarding them. He added that deans, directors, and vice presidents have also voiced their frustration over this trend. President Morehead believes it's a vicious cycle that needs to be solved. He invited Juan Jarrett to also address the issue.

Juan shared that one of his goals is to establish salary principles that define how UGA would address salary, classification, and compensation. Would salaries be valued based on market? On pure competitors? on in house examination? Should it factor in longevity? Juan believes the current salary program at UGA is fading and he hopes to present a new plan that will help UGA move forward in these steps: 1) articulate salary principles, 2) rebuild a classification structure, and 3) marry the structure to a salary administration program. His timeline is get these steps completed by early Spring so he can see how it will impact the budget process. Juan volunteered to address Staff Council next month or in the coming months with more details about this topic.

President Morehead thanked Juan for sharing that, and added that one of the reasons UGA needs to move on this is because the next step will be funding the program, and to create equity between departments. Juan added that his program will address disparate salaries across campus.

Brenda Keen asked if the plan would address issues of salary compression, which have been a problem for a few decades. Juan said that HR promises to restart their evaluation of reclassifications and salary actions in earnest this month. A letter will be going out to UGA employees shortly explaining how salary compression caused recently by FLSA will be addressed.

Michael Lewis asked President Morehead if Staff Council should make a formal statement against the Campus Carry Bill. President Morehead shared that he recently forwarded the Chancellor's remarks in an email last week, and got a few people upset with him for politicizing ArchNews. However, he feels strongly about this issue. He believes that the position of the university is widely known in Atlanta. Michael asked if he should contact Griffin Doyle, VP for Government Relations, and President Morehead said he thought that Griffin Doyle would be a good person to contact, but reiterated that the position of the university is clearly known, so Staff Council may not need to make a statement.

Steve Gibson asked President Morehead what challenges face UGA. President Morehead replied that "we walk a delicate balance." UGA must make it clear why public higher education is important, has value, and should be supported. UGA must recognize that in the current complicated political environment, it's important that all legislators understand the importance of having a strong and vibrant flagship institution in the state of Georgia. He feels that UGA has been doing a pretty good job of that in recent years. UGA is one of the few public institutions that has seen a relatively large increase in public funding support. UGA receives about 30% of its funding from the State of Georgia. UGA has a \$5.25 billion impact on the state of Georgia (\$1.5 billion impact on Athens and surrounding communities).

Mary Moore asked if there are any major issues on a national scale that are facing higher education. President Morehead replied that there are a lot of them that concern him, but the one that he finds most challenging is the issue of college affordability. It impacts tuition revenue, which impacts funding of initiatives that improve UGA. That's why the Commit to Georgia Scholarship program is so important to him. One story he keeps repeating right now is that for the first time UGA is in Kiplinger's top ten ranking of best values in public higher education, which weighs the value of the degree against the cost of the degree. President Morehead then added that he wonders when the next recession will come and are we guarded to withstand it better than the last one?

Kevin James said that those who work closely with the Registrar's office are eager to see a new Registrar named (though perhaps not as eager as the Interim Registrar). He asked President Morehead if there was any news he could share about that. President Morehead said he wished he could, but he had no answer.

Donna Leblond asked if parking rates would be raised any time soon. President Morehead said that was one thing that would be hard to convince him to approve. He knows a parking rate hike would make him very unpopular quickly.

Maureen O'Brien said that staff were told years ago that when UGA created enough housing on campus to accommodate freshmen that freshmen would not have cars on campus. President Morehead said he didn't know who would say that because he was on the task force for general education in 2005 and they were told to take that out of the recommendation, because students would park cars in surrounding residential neighborhoods. He added that the same thing has happened at the Health Sciences Campus with student parking on the streets of the nearby

neighborhood. He has a taskforce looking at these sorts of issues, though, and they'll make a recommendation in December.

Laura Rhicard brought up the issues of work/life balance, flextime and telecommuting on behalf of someone from her unit. Not all departments across campus support these options. She asked President Morehead if he would support staff across the university by endorsing a university-wide flextime policy. Juan Jarrett offered that UGA has a flextime policy that the President supports. Juan encouraged employees to invite Kiz Adams from the Office of Work/Life Balance, or himself to visit with their supervisor to review the policy. He added that flextime and telecommuting don't work for every position. There's a business necessity that must be addressed. There's a principle called ROW (Results Oriented Work) that positions are measured against. Juan encouraged employees to contact Kiz, himself, or employee relations for further help.

President Morehead added that the one advantage to flextime is improved traffic patterns.

Kelly Cona asked if experiential learning applied to students off campus or if on campus experiences were included. President Morehead said each major determined how the experiential learning component would be met. Some departments have allowed community service projects and internships to be included.

Michael brought up the topic of communication, and specifically that Staff Council is trying to improve communication at UGA because of the problems with the FLSA rollout. He asked President Morehead if 1) other units were working on the same issue, and if we could work together, and 2) how can we improve communication from the top down? President Morehead said that he believes HR is where that communication needs to flow from. Some communication flows from the Provost to the deans, but HR should be getting information out to the staff and across campus. He added that one of the problems at UGA is that people don't read email, so how do we make sure messages aren't filtered out? How do we motivate employees to read emails?

Savannah Hembree asked if with the new OneSource System there would be a way to target communication by job title. Maybe employees could be automatically added to appropriate listservs based on job title? President Morehead responded that he and Juan will talk about this communication issue. One thing he doesn't want to do is to stick everything on ArchNews because people will just get annoyed with all the emails. There needs to be a way to target information to the right people. Savannah suggested cross targeting, since some employees wear multiple hats. President Morehead thought that was a good point.

Michael added that it seems nearly impossible to get an ArchNews email out. President Morehead said that's because they found that people aren't reading ArchNews anymore. Michael said that issues with Open Enrollment were supposed to go out through ArchNews this past fall and didn't.

Laura Kelley asked about improvements to tuition assistance citing that UGA employees who are also in grad school are now paying almost half of their own tuition. Sometimes classes are not covered so employees have to pay all of their own tuition or transfer to another USG institution. President Morehead clarified that the Board of Regents controls tuition assistance and has no plans to improve or expand the program. He was surprised that students would have to enroll in other USG institutions, and wants to hear more about that. He asked Laura to get information to Juan Jarrett.

President Morehead closed with thanks for the opportunity to talk to Staff Council and thanks for the work we do.

Marie asked if she could ask a quick question of Juan. She requested an opportunity to meet with him to discuss TAP. There are a lot of things going on at the state level and she can give him lots of examples and information. Juan said that executive level programs are not currently covered under the TAP. Laura confirmed that they had been, but now they're not. There has been some discussion and debate at the USG HR office on a number of TAP-related items: requests for spouses and dependents to be included, requests for TAP to cover any USG course including graduate courses. He said he would love to hear more.

New Business

Kelly Cona announced that the nominating committee is soliciting nominations for the following officers: Vice Chair, Treasurer, Secretary, and Coordinator. Elections will be held in April. She will send an email to the Staff Council listserv with descriptions of the positions. In June the 3 member-at-large positions will be elected, and in July the open University Council committee seats will be elected.

Kristi said that some University Council committee seats do not need to be filled by Staff Council reps and she asked if Kelly would clarify that in her email. Mary confirmed that a University Council committee members does not have to be a member of Staff Council, but clarified that University Council committee members are non-representative members of Staff Council. Kelly asked if those folks would have voting rights and Michael confirmed that they would.

Kelly announced that anyone interested in one of the officer positions could self-nominate, and could send an email to her with a bio. She said they will also take nominations from the floor the day of the elections.

Kyla Sterling asked if Staff Council officers needed to be unit representatives. Kelly said she would seek clarification from the Bylaws and include that in her email. Marie added that only the Vice Chair needed to be a rep to be elected.

Kelly then asked how best to communicate these elections to the greater UGA staff. Michael said it couldn't go out in an ArchNews. Brenda offered the Staff Listserv. Michael said Juan should send it out.

With that, Juan interjected that he'd recently sent out an ArchNews about HealthTrails and wanted to explain why. He said it's a USG initiative to promote a healthier lifestyle. Juan also shared that he'd talked to Michael about the communications survey, and he was disheartened by some of the things that were brought up. He then asked who had seen the article in the February 6th *Columns* about the new Aon Hewitt's benefits enrollment system that's coming to UGA. Steve Gibson raised his hand. Juan said that HR communication is challenged by UGA's communication structure. He said he'd love to hear from Staff Council on ways to improve the way HR information gets out to employees.

Debi Chandler volunteered that she believes that any information that directly affects an employee should be sent in a personal email. She added that they struggle in Finance and Administration because not all employees check their email. Juan said they strive to work with units that have employees out in the field.

Kristi Wall said that having multiple ways of communication is only going to improve the process, and offered Staff Council and SRGs as a second wave of communication for important messages.

Savannah said that ArchNews emails should contain short basic information, then follow-up emails with more details should go to HR reps within units for them to disseminate.

Juan said that one of the recent issues with open enrollment is the enrollment window has been longer in the past, but was shrunk to two weeks this fall by USG.

Jackie Byrd asked if there was a push to get an organizational chart from all the units for OneSource. She added that she thought targeting emails to supervisors would help communication. Juan said that Chris Wilkins could address the OneSource aspect of that question, and that he could share that at the system level there is an effort to introduce a business process that gathers "reports to" information for positions rather than individuals for both HR and finance purposes. Juan said he's used such a program in the past and it did help communication.

Michael shared that the OneSource transition team need input from across campus and encouraged folks to volunteer to work with them. Kerri Testament handed out printed brochures.

Maureen thanked Michael for a previous email he sent to SC reps about volunteering to help OneSource. She said she forwarded it to the accountant in her department who thought it was great and wondered why she didn't get an email herself. Chris Wilkins shared that the OneSource project has a very targeted communications campaign. He added that they have a listserv that the accountant should subscribe to. Maureen said the accountant is new and didn't know that she could subscribe to any listserv. Juan pointed out that we're missing the mark in the onboarding process. He hopes to get senior leadership approval for an HR-owned campus onboarding process that all employees go through, tailored to their job description.

Chris added that Maureen's accountant should email onesource@uga.edu and request to be put on the listserv.

Maureen then voiced her appreciation to Juan for how HR faced the challenges that were put before them this past fall.

Adjournment

The meeting adjourned at 3:50 pm by Michael Lewis.

The next Staff Council Executive Committee meeting is 3:30 pm Tuesday March 28, 2017 at the Conner Hall, room 103.

The next Staff Council meeting is 2:30 pm Wednesday, April 5, 2017 in MLC room 267.